

1 HONORABLE MICHELLE PETERSON  
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UNITED STATES DISTRICT COURT  
FOR THE WESTERN DISTRICT OF WASHINGTON

9 NANNETTE BASA, an individual,

10 Plaintiff,

11 v.

12 BRAND SHARED SERVICES, LLC, a  
Delaware corporation,

13 Defendant.

Case No. 2:21-cv-00754 JLR

14 DECLARATION OF KAREN RIAPOS IN  
OPPOSITION TO PLAINTIFF'S  
MOTION FOR SANCTIONS FOR  
SPOILATION OF EVIDENCE

15 **HEARING DATE:**  
**October 7, 2022**

16 I, Karen Riapos, hereby declare:

17 1. I am Defendant Brand Shared Services, LLC's ("Brand") Director of Talent  
Acquisition. I am over the age of eighteen and competent to testify in this matter. I base this  
18 declaration on my personal knowledge. I have been working with Brand's counsel on this case  
since we first learned of the litigation filed by Plaintiff Nannette Basa ("Plaintiff").

19 2. At my deposition, I mistakenly testified that I had not been asked to search my  
20 phone for text messages related to Plaintiff and the issues in this case. That testimony was  
21 incorrect: I forgot that I *had* been asked to search my phone and that I had done so.

22 3. I searched my phone for text messages related to Plaintiff and the issues in this  
23 case both before my deposition and again afterwards. I have not found any text messages that

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26 DECLARATION OF KAREN RIAPOS IN OPPOSITION TO PLAINTIFF'S  
MOTION FOR SANCTIONS FOR SPOILATION OF EVIDENCE - 1  
(CAUSE NO. 2:21-CV-00754 JLR)

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Seattle, WA 98104-4041  
(206) 946-4910

1 are responsive to Plaintiff's requests for production. I did not destroy or otherwise remove any  
2 text messages I had about Plaintiff. When she worked for Brand, I communicated with Plaintiff  
3 primarily via electronic mail. I also spoke with her during the time period in which I supervised  
4 her performance. We did not send text messages.  
5

6 4. Similarly, I did not send text messages with other people about Plaintiff. I did not  
7 send text messages to Nicole Norris, or Ryan Wilson about Plaintiff. I do not recall having  
8 exchanging any communications with Nicole Norris or Ryan Wilson about Plaintiff (either by  
9 email or verbally). They were all my direct reports and I would not have been sending messages  
10 to them about one of their colleagues.

11 5. I also did not send text messages to Rod Broschinsky or Michelle Roman about  
12 Plaintiff. While I had a cell phone provided by Brand, I did not use text messages to  
13 communicate with my colleagues. I used email, the Teams messaging system, and I spoke with  
14 people either in person or on the phone.  
15

16 6. I helped look for a physical file that my former coworker Rod Broschinsky kept  
17 related to Plaintiff. I conducted a diligent search but, despite my best efforts, I have been unable  
18 to locate the physical file.  
19

20 I declare under penalty of perjury under the laws of the United States of America that the  
21 foregoing is true and correct to the best of my knowledge.  
22

Signed in Kennesaw, Georgia this 3rd day of October, 2022.

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25 Karen Riapos  
26 Director of Talent Acquisition for Defendant Brand Shared Services

27 DECLARATION OF KAREN RIAPOS IN SUPPORT OF  
28 DEFENDANT'S OPPOSITION TO PLAINTIFF'S  
29 MOTION FOR SANCTIONS FOR SPOILATION OF EVIDENCE - 2  
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## **CERTIFICATE OF SERVICE**

I hereby declare that on this 3rd day of October, 2021, I caused a copy of ***Declaration of Karen Riapos in Support of Defendant Brand Shared Services, LLC's Response in Opposition to Plaintiff's Motion for Sanctions*** to be electronically filed with the Court using ECF-Filing system which will send notification of such filing to the following:

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s/ Valerie Macan  
Valerie Macan

DECLARATION OF KAREN RIPOS IN SUPPORT OF  
DEFENDANT'S OPPOSITION TO PLAINTIFF'S  
MOTION FOR SANCTIONS FOR SPOILATION OF EVIDENCE - 3  
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